

ARSO RADIO CORP.
WPRM-FM, WRIO-FM, WIVA-FM, WFDT-FM
WUNO-AM, WPRP-AM, WORA-AM, WMIO-FM
EEO Public File Report
October 1, 2017 - September 30, 2018

I. VACANCY LIST

See Section II "Master Recruitment Source List" for recruitment source data

Job Title	Amount of job vacancy	Recruitment Sources ("RS") used to fill vacancy	Amount of people interviewed	RS that referred hire
Sales Manager	1	Internal Announcement Radio Association. US Army Web. On Air announcement. Online classifieds. Sacred Heart University.	3	Online classifieds
Sales Executive	2	Internal Announcement. Radio Association US Army Web. On Air announcement. Online classified. Sacred Heart University.	3	Online classifieds
Sales Executive	1	Internal Announcement	1	Internal Applicant (Intern)

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of people interviewed	RS that referred hire
Web Programmer Analyst	1	Internal Announcement. Radio Association Internet Adv. Employee Referral. US Army Web. Web Noti Uno Online classifieds. On Air Announcement. Sacred Heart University. Polytechnic University Turabo University.	4	Still Open
Director of Programming – Noti Uno	1	Internal Announcement. .	1	Internal Applicant (Intern)
Producer / Editor Morning – Noti Uno	1	Internal Announcement. Employee Referral. Direct Applicant.	1	Internal Applicant (Re-hired)
News Director Noti Uno	1	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Noti Uno Web Online Classified Sacred Heart University.	4	Internal Applicant (Intern)
Administrative Assistant Sales Department	1	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Radio Announcement. Noti Uno Web Online Classified Sacred Heart University	8	Online Classified

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of people interviewed	RS that referred hire
Editor Internal Reporter	2	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Radio Announcement. Noti Uno Web Online Classified Sacred Heart University. Polytechnic University	8	Employee referral & Direct Applicant
Sales Executive	2	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Radio Announcement. Noti Uno Web Online Classified Sacred Heart University. Polytechnic University	0	Still Open
Traffic Officer	1	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Radio Announcement. Noti Uno Web Online Classified Sacred Heart University. Polytechnic University	0	Still Open
Sales and Marketing Manager	1	Internal Direct Applicant. Employee Referral	1	Internal Applicant (Intern)

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II MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
1	Puerto Rico Radio Broadcasters' Association Calle Delta 1305, Caparra Terrace San Juan, PR 00920 787.783.8810	Y	0
2	Internal (Employee) referral	Y	2
3	University of Puerto Rico Mayagüez Campus PO Box 9037 Mayagüez, PR 00681-9037 Tel. (787) 832-4040 x 2074, (787) 834-5115 Fax Sr. William Pacheco Oficina de Colocaciones e-mail: williampacheco1@upr.edu	Y	0
4	Metropolitan University Turabo University PO Box 3030 Gurabo, PR 00778 Tel. (787) 743-7979 Ext. 4010, (787) 744-5394 Sra. Alba N. Rivera, MA Vicerrectora Auxiliar e-mail: albrivera@suagm.edu	Y	0
5	Other Radio Stations	N	0
6	On Air Advertising – Commercial Announcements on Licensee stations	Y	26
7	Careers, Inc 208, Ave Ponce de Leon Suite 1100 San Juan PR 00918-1036	Y	0

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
8	Direct Applicant (submitted resume unsolicited – either mailed/dropped off or submitted at prior Job Fairs)	Y	4
9	Internal Applicant	Y	10
10	Clasificados Online www.clasificadosonlinepr.com	Y	163
11	Polytechnic University of Puerto Rico 377 Ave. Ponce de León (787) 622-8000 Sra. Angie Escalante e-mail: aescalante@pupr.edu	Y	2
12	Sacred Heart University Calle Sagrado Corazón De Jesús, San Juan, PR 00912 (787).728.1515 Profesor José R. Rodríguez Director Catedrático – Escuela de Comunicaciones Ferre Range USC. e-mail: jrodriguez@sagrado.edu	Y	5
13	US Army Job Placement www.postajob.directemployers.com	N	0
14	Facebook – HOT 102	N	1
15	Noti Uno 630 Web	N	9

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	Internship	Arso maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
2	Mentoring young advertising executives	Arso upper management continually mentors junior advertising executives for management positions
3	Job Banks/Internet Programs	Arso participates in job banks through Careers, Inc., and online at www.clasificadosonline.com designed to promote general outreach as well as specific vacancies.
4	Training Programs	Arso has its employees regularly attend various training programs to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement